

Inside:

pg 2, 3 - Editorial & President's Perspective
pg 4,5 - Membership Services Activities & National Convention
pg 6, 7 - Pension Reform and Demonstration
pg 8, 9 - Campaign (All Together Now) & Convention Agenda
pg 10,11 - Executive Nominations & Resolutions
pg 12,13 - Resolutions cont. & Budget
pg 14,15 - Budget cont. & Bargaining Updates, Grievances
pg 16 - Provincial Issues



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THE

ADVOCATE

Prince Edward Island Union of Public Sector Employees

49th Annual Convention



PEI UPSE is proud to represent over 5000 members in both the public and private sectors.



Editorial

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THE ADVOCATE is published by the P.E.I. Union of Public Sector Employees for distribution to its members. In pursuing the goals of effective, democratic unionism, members are urged to use this newsletter as a forum to exchange opinions, information and ideas through the submission of letters, articles, cartoons, photographs and other vehicles of expression. In this way, we can **Communicate** with each other, **Educate** ourselves about what is happening and why it is happening and **Advocate** a course of cooperative action that is beneficial to this union, its members and the society we inhabit.

Submissions should be addressed to:

The ADVOCATE, c/o PEI UPSE, and bear the name, address and telephone number of the contributor. Material printed with a member's signature does not necessarily reflect the views of this union or any of its elected officers or staff.

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PEI's Energy Woes

Islanders are just about at the end of their rope when it comes to paying too much for electricity. The monopoly known as Maritime Electric continues to bilk Islanders for all they're worth. We pay the highest electricity rates in Canada and our bills have recently jumped again by 20-25\$ / month. Our citizens and our economy are adversely affected by these exorbitant costs. Wages on PEI are generally lower than elsewhere in Canada, yet the cost of living continues to skyrocket. The Island Regulatory and Appeals Commission (IRAC) approves a guaranteed rate of return for Maritime Electric of 9.75%. This should be lowered. Maritime Electric's parent company (Fortis) is a large corporation that earns hundreds of millions of dollars. Maritime Electric can afford to lower the guaranteed rate of return.

It has been suggested by many that PEI take ownership of its own power. New Brunswick Power is government owned and it has brought countless millions back to the province. Why can't we do the same here in PEI? The answer is "we can do the same!" We just need the political will to do so. Environment, Energy and Forestry Minister, Richard Brown, has been talking about this for years ... yet nothing is being done. Instead, government continues to sell our wind power to off Island companies so they can ship our resources and our profits off Island.

PEI UPSE

Gender Equality

Where would Canada be today without the 'Rosie the Riveters' of the world? These women did more than their share of hard work for the war effort and took care of their homes and families while their husbands fought overseas. "Out of a total Canadian population of 11 million people, only about 600,000 Canadian women held permanent jobs when the war started. During the war, their numbers doubled to 1,200,000" (Veterans Affairs Canada).

The role of women in Canadian society had changed significantly. Women proved that they had the skills, intelligence and strength to do the work that had been traditionally in the domain of men.



Today, women are better educated and hold more positions of influence than ever before. However, despite our important and necessary contribution to the fabric of society, we still are the first to take the pay and job cuts during tough times. Let's not forget that women make up 52% of the population in Canada and with the population bulge reaching sixty, there are lots of women preparing for retirement. As active workers and retirees we deserve to get paid a decent wage so that we never have to live in poverty again.

Eileen Brown-Wilt

Fox News North

Islanders and Canadians are growing weary of Stephen Harper and his cronies in their attempt to force taxpayers to fund a "Fox News North" here in Canada through their cable fees. Harper's former Communication Director, Kory Tenecyke, recently resigned his position with Quebecor's Sun TV (dubbed "Fox News North"), amid allegations that he tampered with an online petition rallying against their bid to secure a category 2 licence via the CRTC. Tenecyke had published an article claiming the petition had fake names on it, names that he was somehow aware of despite the fact that they had not been made public. He resigned from Sun TV just twenty four hours after Avaaz.Org, the company who created the online petition, requested a criminal investigation be launched into the fraudulent sabotage of the petition. Tenecyke has now been replaced at Sun TV by Luc Lavoie, a former communications person for Prime Minister Brian Mulroney.

PEI UPSE

President's Perspective

Greetings Brothers and Sisters:

Another great summer has come to an end. We hope you all were able to get that much needed time off to spend with family and friends.

Your fall issue of the Advocate contains lots of information that I hope you take the time to read and enjoy. As usual we always invite our members to send

in stories to be printed in your most informative paper which every member of PEI UPSE receives three to four times a year.

I would like to begin by sending out a congratulatory applause to more than sixty Licensed Practical Nurses (LPNs) who successfully completed their pharmacology course. They deserve a medal for what they have gone through. On behalf of PEI UPSE I would like to recognize the hard work, sacrifices, and success you all have experienced throughout the months leading up to your achievement.

Your union has been very busy in many sectors dealing with the issues that face our members. We have seen the completion of the Department of Education and Early Learning move to Summerside, and the Department of Fisheries Aquaculture and Rural Development move to Montague. These moves have taken their toll on employee moral as our members and their families have endured significant changes in lifestyle to accommodate the employer. The Ghiz Government's latest decision to relocate the Paint and Body Shop to Tignish was yet another extension of their highly illogical Rural Action Plan. We have corresponded with the employer about this move; however, they



Shelley Ward, President
PEI Union of Public Sector Employees

have not provided a reasonable response on this issue. Finally our Early Childhood Sector is getting their day, and being recognized for their important work. The ECE's will now see wages which are above minimum wage and with that this Union will continue to achieve improved benefits for the members of this sector. The provincial government needs to be congratulated for this initiative.

Holland College members have faced difficulties at their negotiating table. The members in this sector will experience job growth with the new programs being delivered and greater numbers of students. Much is to be said about the improved educational infrastructure across the province providing greater accessibility for students to gain an education. No one can deny the need and the positive impact this will have on everyone. We look forward to heading back to the table with expectations that the employer will provide a monetary package that can be accepted by the members.

Our private sector members too are facing challenges. Employers have capitalized on the recent economic downturn to justify belt tightening tactics and in the meanwhile have made significant profits. It's time to come to the table with a fair monetary package for the members of this sector.

For the first time ever, the Civil Service, Workers Compensation Board, Island Regulatory and Appeals Commission and the Department of Health are going, or have just returned from, arbitration. The packages received, with final offers to our members, were simply unacceptable. The members of both of these sectors have nothing to lose by engaging in arbitration. The Ghiz Government's disrespectful attitude towards public sector employees remains intact.

Premier Ghiz has threatened the public service with cuts and has blamed them for the province's own fiscal mismanagement. Instead of living up to his commitment to bring the lowest paid civil service employees in Canada up to par with other jurisdictions, Premier Ghiz will spend more money on third party intervention at negotiations in hopes that he can pay his employees as little as humanly possible.

It's time for the public service to stand up and be recognized for the essential work they perform each and every day. Islanders want and expect quality public services (like health care, education, and child care etc.) that build a better life for everyone. Public services are good value – they are the most affordable way to make sure Islanders get the reliable, quality services they need.

I have begun my work place visit tour. During this time I will be dropping off Union items for you to enjoy. We would like to increase awareness about the Union and have you (the members) become more involved. I will be dropping one page forms off at workplaces so that members have the opportunity to fill them out and be part of our "All Together Now" 2010 campaign. We know how important your work is and we want to share this with our members and the broader community. As well, we intend to survey the membership in the near future to gain your input regarding the best ways for the Union to meet your needs.

In closing, I hope you enjoy your Advocate. Your Union will continue to work proficiently and effectively on your behalf.

In Solidarity,
Shelley Ward, President
PEI UPSE

Membership Services/Activities

Win tickets to see the PEI Rocket

The PEI UPSE Public Relations and Recreation/Convention Committee is

excited to announce that they have two (2) season passes

for the PEI Rocket regular

season. PEI UPSE members are eligible to enter draws throughout the game season and the lucky winners will receive two (2) tickets to an upcoming home game. Draws will take place at least one week in advance of each home game or group of home games.

Members must re-submit for each draw if they wish

to be entered. To enter, please email your name

(Subject: PEI Rocket Tickets) and contact information

to peiupse@peiupse.ca or call us at 892-5335. PEI

UPSE will contact winners and hold tickets at the

union office for pick-up.



To be eligible for the scholarship/bursaries, students must be employed by one of PEI UPSE's thirteen bargaining units, be paying dues, and have a signed membership card (unless the person of whom they are a dependant is a PEI UPSE member or a retired PEI UPSE member).

The PEI UPSE Public Relations and Recreation/Convention Committee will base its decision regarding the nine bursaries on three factors. They are – in order of importance: 1) financial need (2) academic ability (3) PEI UPSE involvement (as it relates to the applicant or to the PEI UPSE member of whom the applicant is a dependant).

A fourth factor - community involvement - will determine the top award winner for the Laurie Jenkins Memorial Scholarship. Applications are reviewed using a "blind test" procedure whereby Committee members are not provided with any identifying information about an applicant.

The Public Relations Committee selects the successful recipients of the bursaries/scholarship from the applications received. They are usually presented over the Christmas break.

The practice in awarding bursaries/scholarship has been to evenly distribute them between males and females where possible. The submission deadline for applications to the PEI UPSE office is Friday, November 26, 2010 at 4:30 p.m.

Call for Standing Committee Members

The Union encourages the membership to get involved in one of PEI UPSE's standing committees. Our Union is member driven, and depends on your involvement! The standing committees ensure that many of the Union's key programs and services are provided to the membership and to the greater community in Prince Edward Island (Ad Hoc committees are also struck periodically to deal with specific issues). This is your opportunity to make a difference!

Please call Mary at the PEI UPSE office at 902-892-5335 or toll free at 1-800-897-8773 to submit your name. The standing committees are appointed for a twenty-four month period on even numbered years following the annual convention (all appointments are at the discretion of PEI UPSE's Board of Directors). Please see the list of committees to follow and visit www.peiupse.ca for a breakdown of committee roles:

Bargaining

(Reviews labour legislation, classification tools, conducts research for negotiations, implements campaigns with the assistance of the Communications & Campaigns Officer, on issues which affect all bargaining units within PEI UPSE etc.)

Constitution and Structure

(Reviews the constitution and recommends changes as directed by the Board of Directors, prepares constitutional amendments for Board of Directors and Locals for convention, reviews all resolutions submitted to the annual convention to ensure presented resolutions do not conflict with the constitution etc.)

Education

(Reports on educationals with recommendations to the Board of Directors, provides recommendations to the Board of Directors to increase attendance at PEI UPSE educationals, coordinates, reports and recommends any educational efforts proposed through other PEI UPSE committees to the Board of Directors etc.)

Finance

(Reviews financial policies, purchasing policies, technology, budgetary control, prepares annual budget and makes recommendations to the Board of Directors etc.)

Pensions and Insurance

(Reviews member pension and insurance plans, reviews, wherever possible, that PEI UPSE has joint trusteeship of their pension and insurance plans etc.)

Membership Services and Communications

(Reviews member services for improvement, conducts all elections, participates in presentation of resolutions at annual convention etc.)

Public Relations and Recreation/Convention

(Reviews and recommends bursary recipients, investigates ways to improve PEI UPSE's public profile, conducts "PEI UPSE has a heart campaign," recommends recreational activities etc.)

Staff Relations

(Involvement in hiring process for Union staff, staffing policies, and the bargaining process with the Public Sector Employees Staff Union etc.)

PEI UPSE scholarships/bursaries for post secondary studies

Union members (including spouses or dependants)

who are in full-time attendance at an accredited

College or University are invited to submit an

application for one of the ten bursaries that PEI UPSE

awards annually. Nine of the bursaries are \$500 and

one, the Laurie Jenkins Memorial, is valued at \$1000.

PEI UPSE is proud to offer this support as part of its

ongoing efforts to promote the importance of life

long learning and education. The bursaries and the

scholarship shall be awarded to members of PEI UPSE

or to their children. In order to qualify, recipients

must be enrolled full-time at a post-secondary

institution. Bursaries are available for both in province

(including UPEI and Holland College) and out of

province studies. All bursaries/scholarship are for the

second semester (after Christmas) and are awarded

on the basis of approved criteria.

Report on National Convention

The 2010 Triennial Convention of the National Union of Public and General Employees (NUPGE) was held in Vancouver, BC in June 2010. The National Union took stock of their activities and achievements since the previous convention in June 2007 and addressed challenges facing the union as it looks ahead to the coming years.

The overarching theme of the 2010 convention was “*All Together Now*” and delegates overwhelmingly supported a comprehensive, long-term campaign for the union that will focus on three key elements:

- Promoting the value of public services
- Defending public employees
- Fighting for tax fairness

The President of NUPGE, James Clancy, said “the top priority of our union in the coming months and years will be to reach out and engage our members in this campaign. We’ll defend them and the services they provide because they are critical to building a fair and sustainable economy. Our plan is to start a conversation with our members – and by extension to others – about the need for tax fairness in this country.”

Larry Brown, NUPGE’s secretary-treasurer, added that “after 30 years of spending cuts, privatization and unfettered free markets, communities across the country and around the globe are looking to trade unions and other civil society groups to promote the value of public services and fight for tax fairness.”

To that end, delegates discussed and adopted a Proclamation on Quality Public Services and Tax Fairness. They agreed that the proclamation would prove to be a useful campaign tool in the months and years ahead for NUPGE and its Components across the country.



PEI delegates, observers and guests from left to right are:
Eileen Brown-Wilt, Karen Jackson, Mark Arsenaault, Lynn Bovyer, Simon Hashie, Angela Barrett, Doug Ferguson, Terry Gauthier, President Shelley Ward, Nancy Smith, Mark Barrett & Debbie Johnston.

Also at Convention, Brother Clancy made a strong case that Canada needs to steer away from Stephen Harper’s conservative view of the future and that trade unionists and other progressives can and should lead the way.

“The financiers, the bankers, the corporate barons, the wealthiest of the wealthiest and the governments they call their friends have made it quite clear about the future they have in store for us. The question we need to answer is will we shape the future or will we be pushed around by it. I think it’s time for us to do the pushing.”

Delegates unanimously adopted an emergency resolution condemning the Harper government’s ideological attack on civil society organizations such as the *Canadian Foundation for Climate and Atmospheric Science*, the *Status of Women Canada*, and *International Planned Parenthood*.

This emergency resolution was timely and perhaps a little prophetic if we consider Harper’s most recent attack on Statistics Canada and the long-form census. Guest speakers at convention included John Lanchester, Raj Patel and Yessika Hoyos Morales.

John Lanchester talked about his new book *IOU: Why Everyone Owes Everyone and No One Can Pay*. He commented on the banks and their central role in

creating the recession and how “the really outrageous thing is that the banks are still talking about this as if they were unlucky... that’s rubbish. It’s like drinking a bottle of vodka, tying a scarf over your eyes and trying to run down Georgia street then complaining that you are unlucky when you get hit by a taxi.”

Raj Patel’s presentation focused on his new book as well, called *The Value of Nothing: How to reshape market society and redefine democracy*. Raj argued “that we can rebalance society and limit markets” and that “organizations around the world are finding new and exciting ways to describe the world’s worth. Our faith in prices as a way of valuing the world is misplaced, e.g., the hidden ecological and social costs of a hamburger are as high as \$200!

The final speaker, Yessika Hoyos Morales, is a lawyer from Columbia. Her father was murdered for being a labour rights activist. “In Colombia to struggle for social justice or human rights is to make yourself a target,” she told delegates. The delegates then passed an emergency resolution committing the union to financial support for the globally-respected human rights lawyers collective, *Corporación Colectivo de Abogados José Alvear Restrepo (CCJAR)*, that Yessika works with defending the rights of the families of the victims of violence.

The NUPGE election saw James Clancy returned to his position as President (unchallenged), and Larry Brown to his position as Secretary-Treasurer (unchallenged).

Pension Reform

Canada's Pension Crisis

National Pension Meeting:

The National Union of Public and General Employees (NUPGE) held a pension meeting in Charlottetown on June 13, 2010. The meeting took place while the federal, provincial, and territorial finance ministers met at the Crowbush resort in Morell to discuss pension reform.

Labour representatives and leaders from across Canada attended the meeting hosted by NUPGE's Island component, the PEI Union of Public Sector Employees. There was universal agreement at the pension meeting that Finance Minister Jim Flaherty's recent proposal calling for a modest and gradual increase in Canadian Pension Plan (CPP) premiums falls short of what is needed to properly protect Canadians in their retirement.

Larry Brown, NUPGE's National Secretary-Treasurer, delivered a comprehensive presentation on pension protection and retirement income security. His presentation outlined the reasons why Canada finds itself in a retirement security crisis. The baby boom generation was part of Brown's analysis. The baby boomers are now just beginning to enter into retirement and will account for an unprecedented number of Canadians retiring over the next twenty years. Brown explained that "if the retirement system is not working properly, just when we have an enormous number of people heading into retirement, then that is a bad combination."



Larry Brown, National Secretary
Treasurer, NUPGE



President Shelley Ward (PEI UPSE) speaks at the national pension meeting in Charlottetown on June 13, 2010.

He pointed to a pension system that is all too vulnerable in Canada, and provided examples through Nortel and Abitibi, where workers face losing their retirement income due to employer instability. Brown also alluded to a private savings environment that has fallen apart in Canada as witnessed by the harsh realities of the 2009 stock market meltdown.

"And if you combine these realities with the fact that two thirds of Canadians in the private sector, making between \$30,000 and \$100,000 don't have enough savings to retire on; and the fact that 30% of Canadian households don't have any retirement savings other than the CPP, then you begin to see there is a problem," argued Brown.

Union leaders and representatives agreed with Brown that many Canadians are in a position where they will have to rely solely on the CPP and the Guaranteed Income Supplement (GIS) for their income in retirement. Ken Georgetti, the President of the Canadian Labour Congress (CLC), stated that "when people receive the GIS in Canada it means they are poor; it means they will be poor for the rest of their lives in retirement. That's not something we should aspire to, and much more needs to be done before all seniors can retire with dignity and respect.

While Minister Flaherty's proposal is a step in the right direction, it ultimately falls short for Canadians.

That being said, his proposal is an important acknowledgement of the need for CPP reform and repudiation of the idea that private savings are the solution." Georgetti laid out the CLC's proposal to double CPP benefits, increase the GIS, and protect Canadian pensions through a federal system of pension insurance.

Shelley Ward, President of the PEI Union of Public Sector Employees, supported the CLC's proposal, and argued that Minister Flaherty must raise the bar. "A modest increase to the CPP and no change in the GIS is simply not enough," said Ward. "The majority of Canadians receiving CPP and the GIS are living below the poverty line; therefore, there is a need for real change within our pension system for the benefit of all Canadians."

Following the discussion about the broader pension crisis in Canada and what needs to be done to address this, the meeting heard from representatives of the various provincial Unions making up the National Union delegation. These reports showed clearly that there are significant pressures on public sector pension plans, most of which pressures arose from governments' failure to maintain their share of plan funding in the past. The reports also demonstrated that those Components that have achieved joint trusteeship of their members' plans were most able to effectively deal with these pressures. With joint trusteeship Unions are able to directly contribute to the administration of the pension and ensure the plan is well run and adequately funded.

PEI UPSE

Pension Demonstration

Crowbush Resort

PEI UPSE Organizes Pension Demonstration

The PEI Union of Public Sector Employees (PEI UPSE) along with the National Union of Public and General Employees (NUPGE) led a national pension demonstration at Crowbush Resort on June 14, 2010. The Federal, Provincial, and Territorial Ministers were meeting at Crowbush Resort to discuss reform for Canada's pension system and Union leaders and representatives from across Canada were in attendance to advocate positive changes for Islanders and all Canadians.

The President of PEI UPSE, Shelley Ward, said "Canadians are facing difficult times when it comes to retirement security. About 63% of Canadians will enter retirement without the security of knowing they will be able to live comfortably. Our federal government officials must act to ensure a secure future for all. Pension security is for everyone!"

Larry Brown, Secretary-Treasurer for NUPGE, said "seniors are facing a crisis in regard to pension security. We are calling on the Ministers to double Canada Pension Plan (CPP) premiums immediately so more can be provided to those in need. If we fix the problem slowly, by the time we get the fix in place we'll have hundreds of thousands of retired Canadians who've worked all their lives that are going to be retired on poverty level incomes."

Union members wearing blue "Retirement Security for Everyone" t-shirts gathered at the entrance to the Crowbush Resort at around 12:00 p.m. on June 14, 2010.



Demonstrators carried signs saying "Expand our CPP Now" and chanted "Hey, hey! Ho, ho! CPP has got to grow!" As the demonstration progressed, members convinced security to allow the demonstration to continue past the gates to a location much closer to Crowbush Resort itself. The demonstration was peaceful and was aimed simply at raising awareness about the need to fortify the pension system in Canada. Unions want all Canadians to have a pension that will look after their needs in retirement, regardless of whether that person worked in the public or private sector.

The Canadian Labour Congress has proposed a three step plan to strengthen pensions in Canada.

Step one calls for doubling CPP benefits:

- increase benefits from 25% to 50% of pensionable earnings, phased in over seven years, financed by a modest increase (an additional 2.75%) in worker and employer premiums
- double the current "Year's Basic Exemption" threshold that allows low-income workers to earn income without paying CPP premiums (to \$7,000 per year from \$3,500 per year)
- the results would double the average earnings replaced by CPP pension benefits, to a maximum (2009) of \$1,635 per month

Step two is to increase the Guaranteed Income Supplement (GIS) so no senior lives in poverty:

- increase the GIS benefit rate by 15% to eliminate poverty among low income seniors
- this gives an additional \$110 per month (indexed to CPI) to low income seniors

Step three is to protect Canadian Pensions through a federal system of pension insurance:

- create a Pension Protection Agency to adopt abandoned pensions when an employer shuts down permanently



Above: President Ward serves pension cake to the President of the New Brunswick Union of Public and Private Employees (Susie Proulx-Daigle) and other hungry demonstrators.



Above: President Shelley Ward (PEI UPSE) talks to media about pension solutions.

Pension Statistics for Prince Edward Island

- 26% of the PEI labour force (employed + unemployed) has a registered pension plan
- 20, 856 employed Islanders are pension plan members
- 68% of pension plan members work in the public sector
- 32% of pension plan members work in the private sector
- 77% of pension plans were defined benefit plans
- 20% of pension plans were defined contribution plans
- the average yearly benefit for Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) combined is \$11,230 per year
- the average yearly Canadian Pension Plan benefit is \$6,030
- Islanders in receipt of the average yearly OAS, GIS and CPP benefits (\$17,260) just make it above the poverty line if they are living outside a rural area

PEI UPSE - National Campaign

Value of Public Services and Tax Fairness

National Campaign



The President of PEI UPSE, Shelley Ward, is excited about the Union's new campaign to promote the value of public services and tax fairness in PEI and right across Canada. Ward says "the gap between the rich and the poor is widening. The most wealthy people in Canada pay less tax than the poorest Canadians. Large corporations in Canada must begin paying their fair share of taxes. Tax cuts are about wealthy people and corporations trying to skip out on their responsibility to help build a country that provides every family with dignity, security and opportunity."

PEI UPSE has hired Lynn Bovyer to act as Campaign Coordinator in PEI and Lynn will also be part of the national coordinating committee. Committee members will work together to ensure the campaign elements are implemented both nationally and in every province.

PEI UPSE has also chosen six Campaign Champions to help deliver the campaign to Islanders. Champions will deliver presentations to local and regional Union bodies and other groups, e.g., other Unions, Non-Governmental Organizations (NGOs) etc.



Champions from left to right: Nancy Smith, Terry Gauthier, Debbie Johnston, Mark Arsenault, Eileen Brown-Wilt (second from right). Campaign Coordinator - Lynn Bovyer (3rd from right), and Mark Barrett, Communications Officer (far right). Simon Hashie is missing from the pic.

Lynn Bovyer says "as Campaign Coordinator, I am very excited to be working, along with our six Champions, to present a much needed, positive image of our Union and its membership with a campaign that will bring the public service to life. The goals of the campaign are to promote the value of public services, defend public employees, and fight for tax fairness.

As Coordinator, my goals are to ensure that this is a successful campaign provincially and that our team educates as many people as possible (both in the public and private sectors) about the value of our services and how 'tax fairness' affects these services.

Along with our Champions, I will be giving presentations to our members, as well as other Unions, and community groups in the private sector. We will concentrate on presenting to our own membership so please remember to book one of us when planning your local meetings or committee meetings so that the presentation can be added to your agenda. It is also important for us to show how the public sector supports the private sector, so if you're involved with any community groups, please consider inviting one of us to do a presentation.

During the presentation, we will be handing out equality pledges for people to sign and put their contact information on which will enable them to set up dates as the campaign continues. We will also be requesting people to fill out testimonials and return them to the PEI UPSE office. These will be used on our website as well as in future Advocates to highlight our members and their jobs in the public service.

If you would like more information on this great campaign, please feel free to contact me at the PEI UPSE office by phone (892-5335) or e-mail (lmbovyer@peiupse.ca), or visit the webpage at www.alltogethernow.nupge.ca.

I look forward to hearing from you and seeing you in the near future during presentations."

Campaign Kickoff

We look forward to seeing you at our "All Together Now" campaign kickoff taking place at this year's Annual Convention on November 13, 2010. Let's work together to fight against more survival of the fittest policies that cause income inequality and economic instability. By uniting in action we can help prevent more cuts to the public service, more attacks on public employees, and more tax cuts that favour wealthy individuals and corporations.

In Solidarity,
Shelley Ward
President, PEI UPSE

Campaign Highlights

Testimonials

The campaign coordinating committee will take every opportunity (meetings, conventions, etc.) to get our activists (and others) to provide testimonials about the value of public services and tax fairness. PEI UPSE aims at getting 100 testimonials posted on the campaign website. These testimonials could be in the form of a short video clip, photos of people holding up messages and signs, or written forms that PEI UPSE will distribute to members during the campaign.

Days of Action

In Spring 2011, PEI UPSE will coordinate days of action on the Island which will demonstrate our support for quality public services. The overall objective is to promote the value of public services; however, the goal is to do that by highlighting specific services. It could be a service that cuts across many sectors and all provinces such as mental health. Or it could be whatever service is a concern for people in PEI.



Convention 2010

Agenda

PEI Union of Public Sector Employees 49th Annual Convention

Delta Prince Edward Hotel - Queen Street, Charlottetown

Agenda

Saturday, November 13, 2010

- 8:30 A.M. - Registration for 2010 PEI UPSE Annual Convention
- 9:15 A.M. - Administrative Announcements - Kevin Gotell,
Secretary Treasurer, Harassment Policy - Karen
Jackson, Second Vice President
- 9:30 A.M. - Call to Order
Report of Credentials Committees
Introduction of Fraternal Delegates
Introduction of Board of Directors and Staff
Moment of Silence in Respect of Deceased Members
Adoption of Agenda
Adoption of Rules of Order
Adoption of Elections Procedure
Minutes of 2009 Annual Convention
Report on 2009 Resolutions
- 10:00 A.M. - Presidents Report and Address
Nutrition Break
- 11:00 A.M. - Adoption of Committee Reports
Resolutions
- 12:00 P.M. - Lunch (all delegates will be on their own for lunch)
- 1:15 P.M. - Credentials Committee Report
Auditors Report
2010-2011 PEI UPSE Budget
- 2:00 P.M. - Resolutions
- 3:15 P.M. - Break
- 3:45 P.M. - Credentials Committee Report
National Campaign - "All Together Now" - Value of
Public Service and Tax Fairness
- 4:15 P.M. - Resolutions
- 5:00 P.M. - Elections
2nd Vice President
Secretary Treasurer
- 5:30 P.M. - Resolutions
- 6:30 P.M. - Adjournment

EVENING EVENTS - November 13, 2010

- 7:00 P.M. - Reception Prior to Banquet
- 7:30 P.M. - Banquet - Delta Room - Prince Edward Room
Recognition of Retirees
- 9:30 P.M. - Kitchen Party - Delta Prince Edward - Prince
Edward Room



49th Annual Convention

Kitchen Party

*Delegates and
their partners are
invited to the
Kitchen Party.
Feel free to
bring a musical
instrument
and join the
celebration!*



Come on down to the "Kitchen Party" on Saturday, November 13 to hear Chris Johnston provide some lively entertainment for the membership. Everyone is encouraged to bring their own special talents and or instruments as well!

**See you at 9:30 p.m.
for the PARTY!**

Convention 2010

Executive Nominations

Executive Nominations

As required by the Union's Constitution and Bylaws, nominations have been received by the Union Headquarters eighty eight (88) days prior to annual convention. Kevin Gotell is running as Secretary-Treasurer and Karen Jackson is running as 2nd Vice President. Members nominated for any of the positions for election are entitled to address the delegates for a period of five minutes or less. In the event of a single nomination for any position the nominee will be elected automatically.

Greetings UPSE Brothers and Sisters, my name is Kevin Gotell and I am seeking your support in my re-election as your Secretary Treasurer at the 2010 Annual PEI UPSE Convention. I have been an active member of PEI UPSE for over fifteen years and have been involved in various activities. I have been attending the Annual Convention as a Delegate for many years. I served in the past as Director for Local 11, and as Chairperson for the Public Relations and Recreation Committee.



Kevin Gotell, Secretary Treasurer

I am presently serving as Chairperson for the Staff Relations Committee, and have been for the past four years, as well as, your Secretary Treasurer for the past two years. I am employed with the Department of Justice & Public Safety as a Judicial Clerk and work at the Provincial Court office in Charlottetown. I also fill in at the provincial Court office in Georgetown when required.

It's truly been an honour and a pleasure for me to serve you for the past two years as your Secretary Treasurer of this great organization! Have we faced some challenges? Yes we have! But I feel that under the direction of our President with the Executive and Board of Directors we have become much stronger and united in our fight to ensure that the needs of all PEI UPSE members are being met and looked after, now, in the present, and will continue into the future!

We have made some major changes in the past few years in our organization with staffing and our new expansion/renovations of our facility; which are to the benefit of our members. It's now the 21st century and we will continue to move forward in a positive and caring manner into the future and ensure that the Prince Edward Island Union of Public Sector Employees remains the greatest union in Prince Edward Island!

With your support, I will continue to work on your behalf, to the best of my abilities on the challenges and opportunities that we face on a day to day basis; and what we will face in the future!

In Solidarity,
Kevin J. Gotell

Greetings Brothers and Sisters:

To begin, I would like to thank you for your support, which allowed me to serve as your 2nd Vice-President over the past 6 months. I have thoroughly enjoyed my Union involvement in this position and have welcomed the challenges and opportunities this new position has given me.

I am an LPN, and have worked the past twenty years, in both Long-term care and Acute Care. I was employed at Riverview Manor and am presently working at King's County Memorial Hospital. Since my involvement with PEI UPSE, I have taken advantage of educational opportunities to enhance my ability to represent members. Union related courses I have attended include:

- You and Your Union
- Voting Delegate Course
- Stewards Level I and II (UPSE)
- Steward Level III and III (CLC)
- Director Basic and Advanced Workshops
- Federation of Labour Conventions
- Conflict Resolution Course (UPEI)
- Dealing Effectively with Management
- Advanced Grievance and Mobilizing Training
- NUPGE Weeklong Labour College: Advanced Steward and Leadership
- NUPGE Weeklong Labour College: Leadership
- NUPGE Weeklong Labour College: Communications
- NUPGE Weeklong Labour College: Political Action and Organizing
- Collective Bargaining (CLC)
- P3 Training

I am presently Chair of the PEI UPSE PR Recreation and Convention Committee, and I also am one of the members that represent PEI UPSE on the Coalition of PEI Unions formed to educate our members and the public on the facts of P3's, Public Private Partnerships. I have served as Director of Local 16 for 20 years until taking the position of Second Vice-President in February, and I am an active steward in my local, dealing with management on the many issues facing our members.

I am asking for your support to continue to serve as your 2nd Vice-President and I look forward to working with our President, the executive, the board of directors and, you, our members to ensure PEI UPSE continues to be a strong voice and advocate for our members. I feel I am a strong, impartial advocate for my members and look forward to serving as your 2nd Vice-President of PEI UPSE, with your support, and bringing your issues to the executive. Thank you.

In Solidarity,
Karen Jackson



Karen Jackson, 2nd Vice-President

The following are summations of resolutions that have been submitted for consideration by this year's delegates. The intent of each resolution is articulated in the "Therefore Be It Resolved" line of each resolution.

Resolution 1

Submitted by Local 17

Flat Rate Dues System

THEREFORE BE IT RESOLVED that UPSE revert back to the flat rate dues structure.

Resolution 2

Submitted by the Board of Directors

Presidential Election

THEREFORE BE IT RESOLVED that the Presidential Election return to be conducted at our annual convention, and

BE IT FURTHER RESOLVED that the 2012 Presidential Election shall be held at the 2012 annual PEI UPSE convention, and

BE IT FURTHER RESOLVED that the constitution be amended to return the Presidential Election to convention, the procedures for the every three year election be amended and outlined in the constitution, and

BE IT FURTHER RESOLVED that there be a deadline of 120 days for receipt of nominations for the position of president in order to run for the position at convention.

Resolution 3

Submitted by the Board of Directors

Presidential Elections Committee

THEREFORE BE IT RESOLVED that this committee be elected at convention the year prior to the presidential election, and

BE IT FURTHER RESOLVED that the members who submit their names from the convention floor shall be members in good standing as defined by the constitution.

Resolution 4

Submitted by the Board of Directors

Vacancy of Executive Officers (President's Position)

THEREFORE BE IT RESOLVED that this union ensure that our members are properly represented for a short term basis by a member in good standing who would have firsthand knowledge of the issues, and

BE IT FURTHER RESOLVED that the group of members whom the board of directors will first consider for such appointment, by election, shall be of the present sitting elected Executive Officers, that being 1st Vice President, 2nd Vice President, 3rd Vice President, Secretary Treasurer, and

BE IT FURTHER RESOLVED that if no elected executive officer wishes to fulfill this position then a member of the Board of Directors shall be considered for election.

Resolution 5

Submitted by the Board of Directors

Fiscal Year

THEREFORE BE IT RESOLVED that PEI UPSE change our fiscal year to be August 1 to July 31, and

BE IT FURTHER RESOLVED that this change shall commence for the fiscal year of 2012-2013.

Resolution 6

Submitted by the Board of Directors

Fiscal Year

THEREFORE BE IT RESOLVED that Article 18.4 of the PEI UPSE Constitution be amended to read "The fiscal year of the union shall be from August 1 to July 31 annually, beginning 2012-2013."



49th Annual Convention

Convention 2010

Resolutions

Resolution 7

Submitted by the Board of Directors

Early Years Centres

THEREFORE BE IT RESOLVED that the PEI UPSE continues to lobby this government to ensure that this program is fully supported by government for many years to come, and

BE IT FURTHER RESOLVED that PEI UPSE monitor that this publically funded and publically monitored program stay public in doing so ensuring that our government does not allow any private for profit box daycare centres to open business on Prince Edward Island.

Resolution 8

Submitted by the Board of Directors

Early Childhood Educators

THEREFORE BE IT RESOLVED that PEI UPSE reaffirm its commitment to this sector ensuring that we negotiate wages which are reflective of the labour market, and

BE IT FURTHER RESOLVED that that PEI UPSE reaffirms its commitment to this sector that we will continue to organize the unorganized in an effort that the ECE's will be compensated with better wages and benefits into the future.

Resolution 9

Submitted by the Board of Directors

Public Service Campaign

THEREFORE BE IT RESOLVED that PEI UPSE lobby the public with a campaign to bring to light the importance of the public service, the importance of public employees and the importance of a fair tax program.

Resolution 10

Submitted by Local 14

Pension and Retirement Security

THEREFORE BE IT RESOLVED that PEI UPSE continue to press the federal government to increase the CPP payments to allow our Sisters and Brothers a dignified and secure retirement.

Resolution 11

Submitted by the Board of Directors

Retirement, Pensions and Benefits

THEREFORE BE IT RESOLVED that PEI UPSE ensure that there is proper education provided not only for our members who sit on appointed committees but also for our staff to ensure that at least one staff person is up to date on these issues, and

BE IT FURTHER RESOLVED that PEI UPSE assign to the Staff Relations committee to review and report to the board of directors with recommendations on a resolution to address the issue ensuring that when our members call the office regarding benefits there is someone available to them.

Resolution 12

Submitted by Local 19

Volunteer Work

THEREFORE BE IT RESOLVED that UPSE lobby government for a \$500 tax credit for seniors who are involved in volunteer work.

Resolution 13

Submitted by Local 19

CPP Death Benefits

THEREFORE BE IT RESOLVED that UPSE lobby the federal government through NUPGE for a 10-15% increase in CPP death benefits.



49th Annual Convention

Convention 2010 Budget

2009-2010 Budget

Forecast to Aug.31, 2010

Proposed Budget 2010-2011

	2009-2010 Budget	Forecast to Aug.31, 2010	Proposed Budget 2010-2011
Revenues			
Dues	2,044,000	2,044,000	2,170,500
* Social Fund	11,500	11,500	11,500
Health Development & Training Fund	0	0	30,000 ¹
Interest - Severance Funds	0	0	0
Interest - Defence Fund	0	0	0
Dues - Building Fund	<u>0</u>	<u>0</u>	<u>29,500</u> ²
Total Revenue:	2,055,500	2,055,500	2,241,500
Expenses			
Advertising	300	0	0
Audit	15,000	15,882	16,000
Bank charges and interest	1,000	1,465	1,500
Building and grounds maintenance	16,500	11,100	15,000
Cleaning	7,800	7,800	15,000
Dues and fees	98,000	72,265	90,000
Electricity	4,800	3,720	6,300
Fuel	6,000	3,700	6,000
Insurance	8,000	8,410	12,000
Office supplies and expenses	30,000	25,429	30,000
Equipment rental	30,000	34,700	35,000
Postage	15,000	8,900	15,000
Taxes	15,000	13,270	15,000
Dues - Building Fund	150	0	29,500 ³
* Social fund	11,500	11,500	11,500
Telephone and fax	19,000	20,317	22,000
Silent Witness	5,000	0	0
Travel - Staff	<u>11,000</u>	<u>5,500</u>	<u>11,000</u>
Total:	294,050	243,958	330,800
Employment			
Wages - staff	612,580	628,205	658,200
Wages - president	75,764	75,764	77,750
Benefits - President	16,000	11,000	13,000
Benefits - Staff	114,000	136,000	139,000
Purchase of Severance Pay Assets	5000	5,000	5,000
Purchase of Early Retirement Fund Assets	5000	5,000	5,000
Training	<u>10,000</u>	<u>4,100</u>	<u>10,000</u>
Total:	838,344	865,069	907,950
Other			
Benevolent	1,000	1,200	1,500
Building Mortgage	0	0	25,500 ^{4A}
Repayment of NUPGE Loan	0	0	0
Campaigns	1,5000	24,835	65,000 ^{4B}
Legal and Professional Fees	75,000	230,000	150,000 ^{4C}
Newsletter	16,000	9,790	20,000
Photography	200	0	0
Reference Materials	15,000	13,680	15,000
Defense fund	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>
Total:	132,200	289,505	287,000

Convention 2010

Budget

	2009-2010 Budget	Forecast to Aug.31, 2010	Proposed Budget 2010-2011
Committees			
Bargaining	128,300	85,354	104,000 ^{5B}
Ad Hoc	5,000	1,292	0
Board & Chairpersons	83,900	58,213	80,000
Constitution & Structure	4,200	0	3,000
Education	99,500	53,272	88,000 ^{5B}
Human Rights	0	42	0 ^{5B}
Executive Officers	80,500	49,329	70,000
Finance	8,000	6,448	8,000
Pensions & Insurance	16,000	16,859	16,000
Annual Convention	136,300	125,049	70,000 ^{5A}
Membership Services & Communication	38,400	39,529	3,000
NUPGE travel pool	40,000	47,399	50,000
Recreation/Public Relations/Convention	54,600	41,307	61,000
Staff relations	12,000	5,404	7,500
Stewards Council	33,000	10,095	33,000
Conferences	<u>18,500</u>	<u>0</u>	<u>87,000</u>
Total:	758,200	539,592	680,500
Total cash inflow			
	2,055,500	2,055,500	2,241,500
Total cash outflow			
	2,022,794	1,938,124	2,206,250
Budgeted cash inflow (outflow)			
	32,706	117,376	35,250

Proposed Budget Footnotes: 2009-2010

1. Revenue

Health Development & Training Fund
Administration and salary costs associated with the administration of the fund.

2. Revenue

Dues Building Fund \$29,500.00. As per the 2009 Annual Convention, twenty-five (.25) cents per member per pay directed towards the cost/mortgage of the expansion/renovation of our facility.

3. Expenses

Dues Building Fund \$29,500.00 to be used towards our cost/mortgage of our expansion/renovation of our facility.

4. Other

A) Building Mortgage of \$25,500.00, yearly mortgage payment of \$55,000.00. \$29,500.00 will come from the twenty-five (.25) cents dues. (Please see footnote number 1); the remainder being \$25,500.00.

B) Campaigns: Value of Public Service \$50,000.00
Other Campaigns \$15,000.00

C) Legal & Professional:

(i) Increase in monthly retainer to \$6,000.00 to Pink and Larkin

(ii) Increase in Arbitration Fees

(iii) Additional cost for bargaining - (Department of Health and Civil Service, IRAC and WCB heading to arbitration)

(iv) Staff Lawyer/LRO will be on deferred salary commencing January 1, 2011 to December 31, 2011, consequently we will require an increase in assistance from Pink and Larkin

5. Committees A)

Annual Convention \$70,000.00, as approved by your Board of Directors to hold a one day convention for 2010.

B) Political Action & Organizing; Occupational Health & Safety; Human Rights Mandates will be assigned on an as needed basis by the Board of Directors to an Ad Hoc Committee.

Bargaining Update and Grievances

Department of Health *Bargaining update*

Negotiations between PEI UPSE and the Department of Health began in April 2009 and broke down in December leaving mostly monetary issues on the table. Negotiating Teams then headed to conciliation in March 2010 but were unable to find enough common ground to resolve key outstanding issues. As a result, PEI UPSE and the Department of Health moved to arbitration in September 2010 meeting for extended days on September 21 and 22, and adding an extra day on October 1, 2010.

Thomas Kuttner (arbitrator) has determined an award and will bring forward his ruling in the very near future. PEI UPSE will send packages to its 1300 plus health members with full details and will embark on a "roadshow" across the province to explain the new wages and benefits. Also, please watch the PEI UPSE website (www.peiupse.ca) for updates as soon as they become available.

PEI UPSE congratulates its negotiating team for their hard work and dedication during the negotiating process.

Civil Service, IRAC, WCB *Bargaining update*

PEI UPSE and the Civil Service, IRAC and WCB are heading to arbitration for settlement. Negotiating teams have worked hard to reach an agreement since talks began in March 2010, but a number of outstanding issues still remain unresolved.

The Union's negotiating team met on October 12 and 13, 2010 to finalize their package. Dates for arbitration have been set for December 13-15, 2010 with Bruce Outhouse serving as Arbitrator.

Early Childhood Education *Bargaining update*

PEI UPSE is working with the employer and government to reach a settled agreement regarding the new Early Learning Program. The Union has sent a notice of intent to bargain and will provide status updates in the near future.

Garden Home *Bargaining update*

The collective agreement between Garden Home Incorporated and PEI UPSE expired on June 29, 2010. PEI UPSE has requested bargaining dates for October 2010.

Whisperwood Villa *Bargaining update*

The bargaining team is meeting on October 19 and 20, 2010 to complete demand forms in preparation for collective bargaining. Bargaining dates will be determined in October 2010. Whisperwood Villa is PEI UPSE's newest bargaining unit comprised of approximately seventy employees from nursing, dietary and housekeeping.

Holland College *Bargaining update*

The collective agreement for Holland College's Administrative and Support employees expired in March 31, 2010. Bargaining teams have worked hard to secure an agreement with wages being the only outstanding issue. Teams are to meet again in October 2010.

Tremploy *Bargaining update*

Tremploy's collective agreement expired on June 30, 2010. Teams have worked hard to reach an agreement; however, there are thirteen cost items that require third party resolution. PEI UPSE and Tremploy will head to conciliation with an aim to resolve all outstanding issues. Dates are to be determined.

More in 2011 *Bargaining update*

There are three collective bargaining units facing expiration in 2011. They are:

Community Inclusions (March 31, 2011)

Grain Elevators Corporation (March 31, 2011)

Holland College Faculty (March 31, 2011)

PEI UPSE wishes all bargaining unit representatives good luck in the upcoming rounds of negotiations.

Job Posting *Policy Grievance (LCC)*

The employer failed to post permanent positions in the workplace and thereby excluded employees from competing internally. PEI UPSE grieved that the employer violated the posting procedure and articles 38 and 39 of the Collective Agreement. The Union was successful in this grievance and the employer agreed to post the permanent positions to restore the employees' rights to apply internally.

Standby Payment *Policy Grievance (Civil Service)*

The employer asked PEI UPSE members to take cell phones home with them so that members would be available for work; however, the employees are not receiving standby pay. PEI UPSE grieved articles 9.01, 9.02, 9.05, 10, 11.05, 15.01, 15.02, 15.03, 16.01, 16.02, and 16.04. If the employees are required to take a cell phone home they should get standby pay. The Union requires for redress that the employer post the correct policy, post an apology, take harassment training, and pay the employees standby pay. This matter is heading to arbitration on November 18, 2010.

Temp. Travel Allowance *Policy Grievance (Civil Service)*

PEI UPSE grieved that all members should be eligible for a temporary travel allowance if they work for departments that have moved, including those members who applied and won a job after it had been announced that the said department was relocating. PEI UPSE contends that the employer has violated articles 28 and Schedule (f) by not paying the temporary travel allowance and awaits a response on this grievance.

Model of Care *Policy Grievance (Health)*

The employer should cover all costs associated with educating Licensed Practical Nurses (LPNs) as a result of the new model of care. The Union contends that the employer has violated articles 7, 14, 18, 30.02, 34.03, 34.04, 36, 40 and 43.

The redress the Union seeks is that the employer cover all costs pertaining to the education LPNs are required to take, reimburse the PEI UPSE Training and Development Fund with any and all costs disbursed for these courses, reimburse any and all time the LPN's may have used from their own accumulated time banks, reimburse the costs associated with text books required for the courses, and pay any other costs incurred by the LPN's during this process.

The Union is proposing arbitration and is awaiting a response.

Union excluded from Orientation

The Department of Transportation and Infrastructure Renewal held an orientation session with casual employees in Queens County (2009) without inviting the Union to participate and without informing the Union until after the session had occurred. The Union has attended the orientation sessions in the past to provide new employees information about their rights under the collective agreement.

PEI UPSE filed a grievance against the Department for excluding the Union from the orientation. As a result, the Department issued an apology to the President of the Union. Unfortunately, the apology was in gest as the Department once again neglected to invite the Union to this year's casual orientation sessions. This shows a lack of understanding and respect on behalf of the Department for new employees. The Union is more than willing to attend the orientation sessions (as per past practice) to help educate new employees about their rights and benefits, and the Department seems determined to limit this communication.

PEI UPSE

Model of Care?

Five obsolete Manors on Prince Edward Island are due to be replaced and/or renovated by the provincial government over the next five years. A report prepared by the Department of Health in 2008 indicated that Long Term Care (LTC) facilities built in the 1960's and 70's cannot adequately meet the patient care requirements of today. The manor replacement will cost \$63.5 million and PEI UPSE welcomes the new facilities. However, the Union has grave concerns about the government's implementation of the new model of care and how this relates to the manor replacement. For instance, government claims that staffing the new manors will require thirty-five less Licensed Practical Nurses/ LPNs (to be achieved largely through attrition).

LPNs are essentially being forced out of the health care system. This might save government money in the short term; however, in the end, cutting

health professionals only adds stress to a health care system that is already ailing.

Government also intends to hire seventy-three more Resident Care Workers (RCWs) to work at the manors. However, there has been no mention of providing any training or support for these RCWs who are facing an increased scope of practice. The Union is not supportive of the employer starting the new model of care within the facilities until all required staff have the necessary educational requirements to perform their duties.

Another issue related to the new model of care is that it poses safety concerns for staff and patients. The Union has asked the employer to review the staffing compliment as members could be left working alone if their partner needs to handle emergencies and or staffing. Add to this the fact that manor patients require constant care and attention as over 80% of patients in manors are afflicted with some form of dementia.

The following manors are due to be replaced over the next five years:

- Colville Manor, Souris - Construction to begin spring 2010 with occupancy by October 2011.
- Maplewood Manor, Alberton - Construction to begin spring 2010 with occupancy by October 2011.
- Prince Edward Home, Charlottetown - Design will begin May 2010 with occupancy set for winter 2013.
- Summerset Manor, Summerside - Design will begin late spring 2010 with occupancy projected for summer 2012.
- Riverview Manor, Montague - Design will begin in 2015.

PEI UPSE

Departments Move

Over one hundred members of the public service had their jobs relocated from Charlottetown to Summerside in July 2010. The Education and Early Childhood Development Department moved to the Holman Building in Summerside (over 60 km from Charlottetown). Roughly twenty five employees living in the Prince County area began working in Summerside in November with the rest of the department making the move in July.

Some Department of Education and Early Learning employees (approximately forty) will remain in Charlottetown if their jobs involved working with clients in Charlottetown. These positions include those teaching English as an Additional Language, Speech Language Pathologists, Autism Consultants, and Early Childhood Coaches.

In January 2010, thirty two members of the public service (Fisheries, Aquaculture and Rural Development) were relocated to Montague. All thirty two members have decided to commute as opposed to moving to Montague.

The PEI Union of Public Sector Employees continues to express concern around the cost of government's decentralization project and the toll it has taken on the employees involved.

PEI UPSE

Membership Dues

The Board of Directors of the PEI Union of Public Sector Employees decided unanimously on September 8, 2010 to temporarily reinstate the flat rate dues structure for members. This means that all members will pay the identical rate of \$18.35 per pay. At last year's Convention (February 2010) delegates voted to implement a new way of collecting dues called "percentage dues." Under the new system all members paid a percentage of their earnings as opposed to a flat rate, i.e., members paid 1.4% on the first \$35,000 earned and 0.5% on earnings beyond \$35,000.

The Board of Directors' September 8th decision to temporarily reinstate the flat rate collection method was due to administrative problems associated with implementing the percentage dues system. Using the flat rate system in the meantime will ensure continued payroll accuracy for all PEI UPSE members. At the upcoming Convention in November delegates will vote on a resolution of whether or not to permanently reintroduce the flat rate method of collecting dues.

PEI UPSE